

## Augie's Benefits Overview

**Who:** All W2 staff - Hourly & Salary

**Requirements:** Work 30 + hours per week

### Opening Statement

Augie's of Santa Barbara intends to create a work culture that delivers the highest quality of food and beverage, service, and guest experiences. Achieving this starts and ends with our staff. We consider ourselves to be People First at all times - our guests and our staff.

This document is meant to inform potential employees and current employees of the benefits that are available to them. The actual benefits are subject to change with local, state, and federal laws, and also change due to potential changes from the benefit provider(s). This document is for informational purposes only, and is not intended to be part of any employment contract.

### Benefits Available Timeline

Benefits are available at the start of the 1st month AFTER the first 60 days of employment for all staff that are scheduled 30 or more hours per week. For the purposes of benefits, 30+ hours per week is considered Full Time. Your benefits costs (if elected) are deducted on a PRE-TAX basis from your weekly payroll. Should your employment terminate, the cost of your benefits for the current month will be withheld from your final paycheck.

### Benefits Offered

- **Health Insurance** - a variety of Anthem PPO plans are offered for yourself, domestic partner/spouse, and/or your eligible family members. Payment for the entire plan is deducted from your paycheck on a Pre-Tax basis. Augie's pays the first \$300 per month towards the Health Insurance benefit for staff working 30+ hours per week. Eligible on the 1st day of the month after 60 days of employment.
- **Dental** - a variety of Anthem PPO plans are offered for yourself, domestic partner/spouse, and/or your eligible family members. Payment for the entire plan is deducted from your paycheck on a Pre-Tax basis. Eligible on the 1st day of the month after 60 days of employment.
- **Vision** - a variety of Anthem PPO plans are offered for yourself, domestic partner/spouse, or your eligible family members. Payment for the entire plan is deducted from your paycheck on a Pre-Tax basis. Eligible on the 1st day of the month after 60 days of employment.
- **Life Insurance** - A basic Anthem plan is offered for yourself, with expected plan implementation beginning Jan 1, 2023 (based upon group participation). Payment for the entire plan is deducted from your paycheck on a Pre-Tax basis. Eligible on the 1st day of the month after 60 days of employment, once plan is implemented (expected to be implemented Jan 1, 2023, based upon participation %).

**Plan Administration**

Plans are administered by locally based [Engle Insurance](#).

